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200

205

210

Define Store Compensation - Setup - Country

Country: USA

Effective Date: 01/01/1997

Min Wage: 5.15

WWW.COMP.COUNTRY (Update/Display)

Figure 2

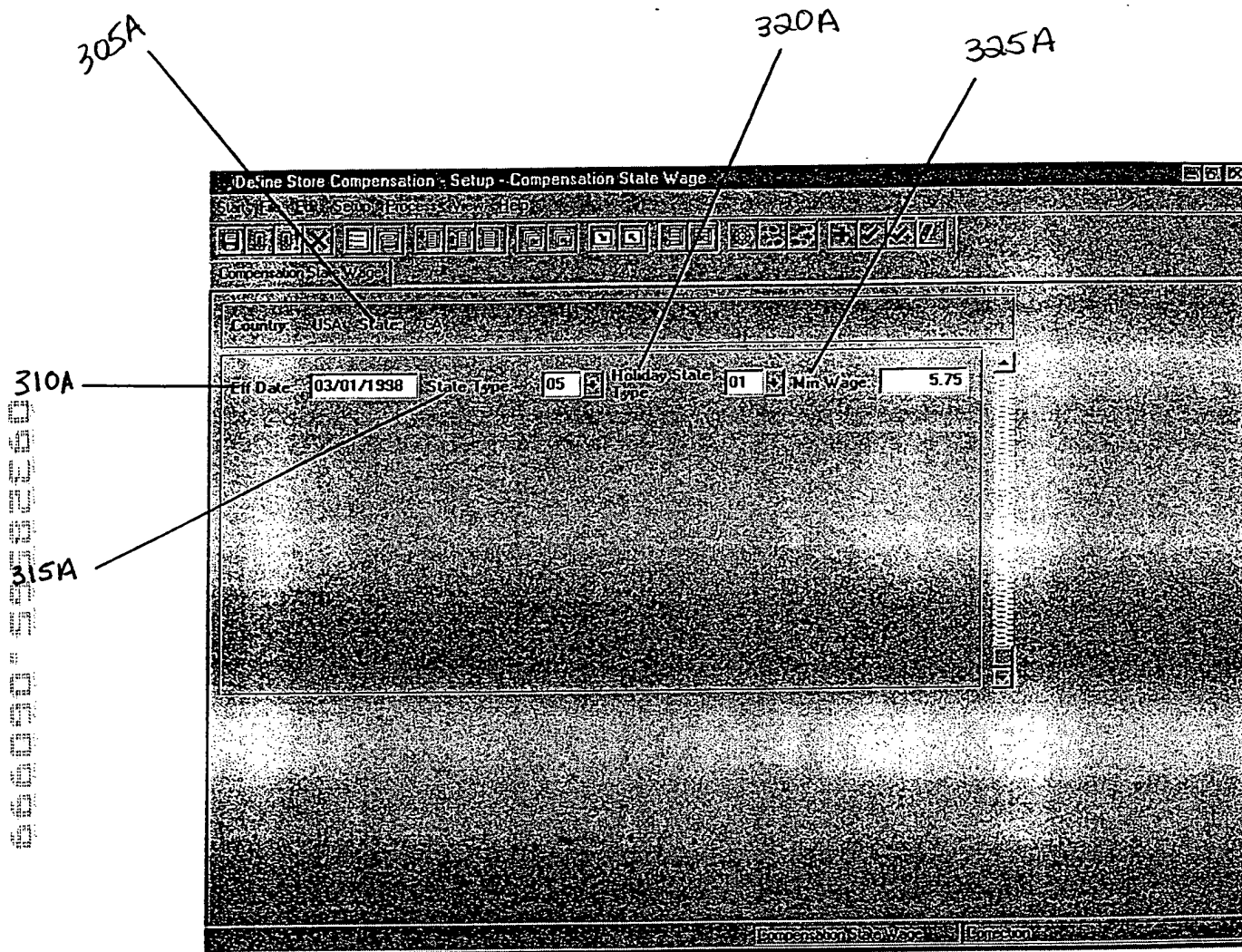


Figure 3A

Figure 3B

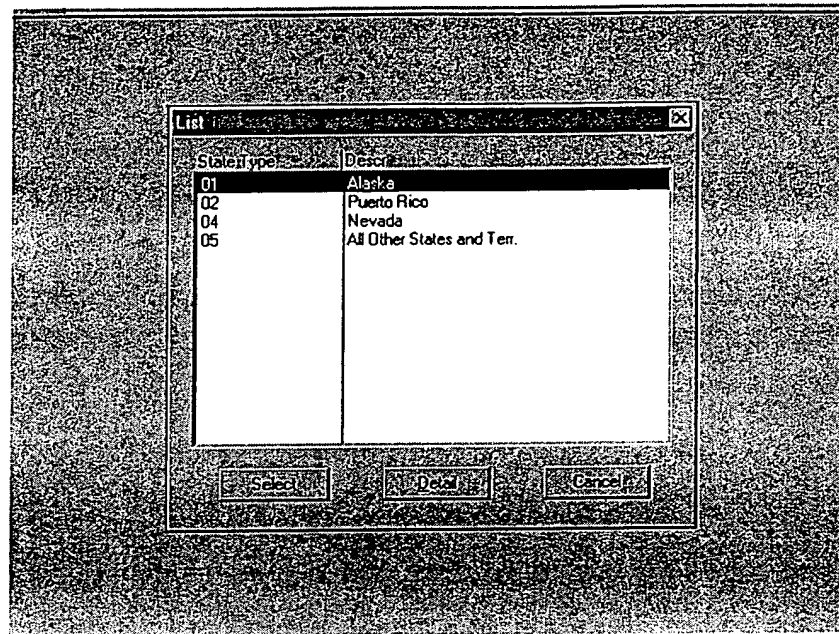
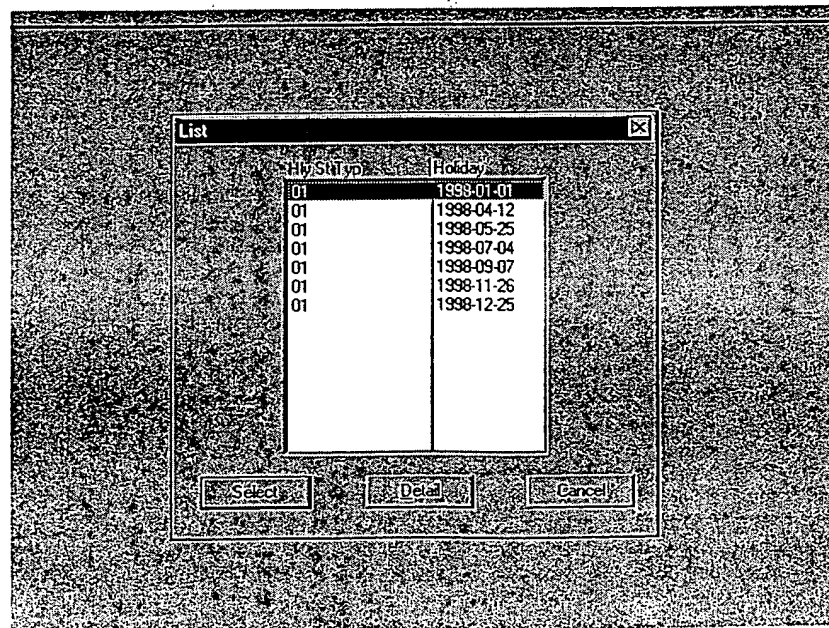


Figure 3C



400  
405  
410  
415  
420

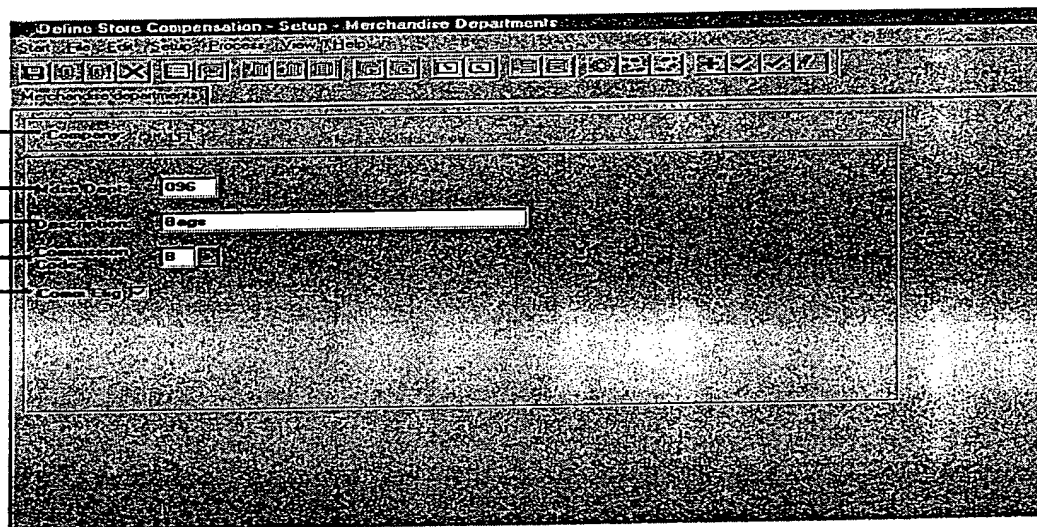


Figure 4

505

510

Define Store Compensation - Setup - Department Groups

Start File Edit Setup Process View Help

Department Groups

Company: 17

Dept Grp: 001

Description: All merch. depts. excl catalog

Figure 5



605

610

615

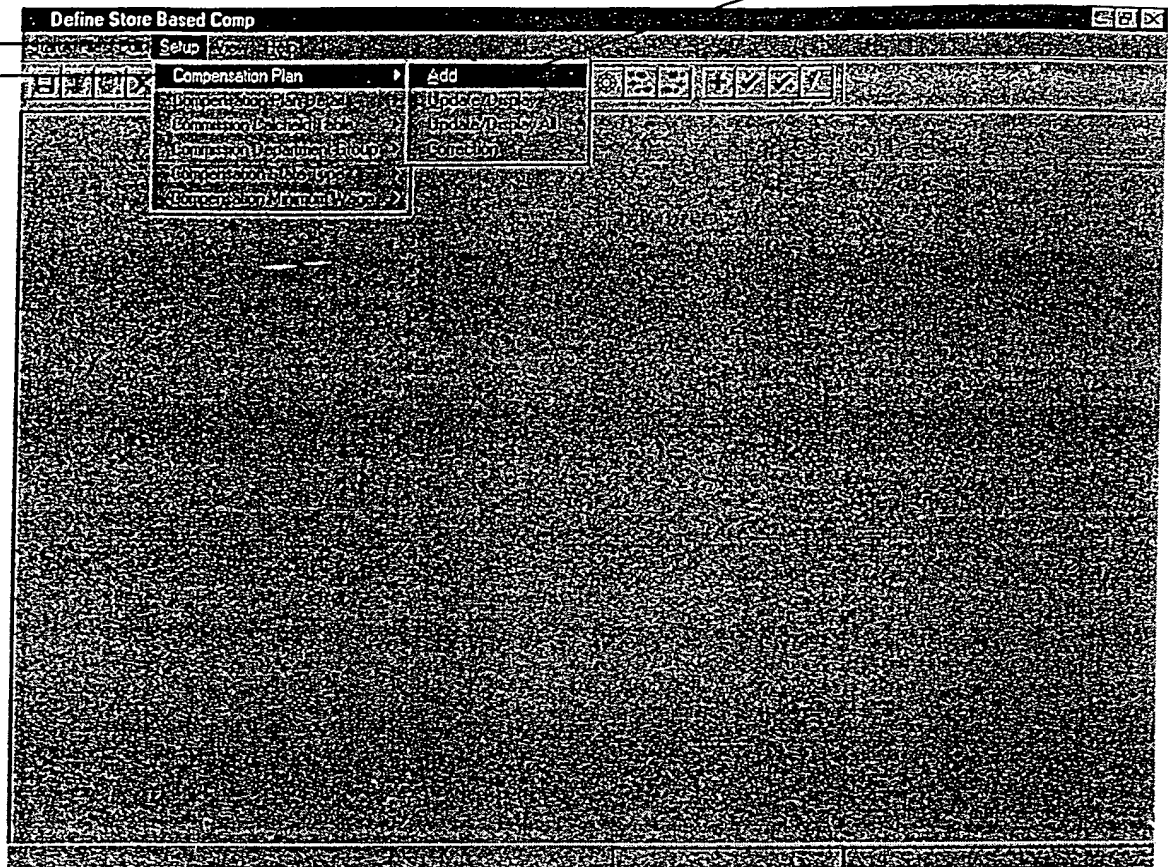


Figure 6



700  
705  
710  
715

700  
705  
710  
715

Define Store Compensation - Setup - Compensation Plan

File Edit Setup Process View Help

Add - Compensation Plan

Company	<input type="text"/>	OK
Job Function Code	<input type="text"/>	Cancel
Compensation State Type	<input type="text"/>	
Compensation Geographic Area	<input type="text"/>	

Figure 1

810 830 840

825 835 845 855 860 865 870

850 893 895

885 880

815

Define Store Compensation - Setup - Compensation Plan

Company: Levy Food Co. CAUS Job Function: Non-Exec. Eco Area: NMT State/Prov: 05

Effective Date: 01/01/1997 Status: Active ☒ Minimum Guaranteed Rate: 7.75

Description: Str. Salary - No OT - Comm C

Overtime Parameters

Ot 1 Earn:	3	Daily Hr 1:		Ot 1 Rte:	
Ot 2 Earn:	3	Daily Hr 2:		Ot 2 Rte:	
Wk OT Earn:	OVA	Weekly Hrs:	40.00	Wk OT Rte:	0.001

Comments: This plan supports all-commission development store managers - California.

Constants

Regular Earn Code: REG

Adjustment Earn Code: ADJ

Comp Plan Correction

Figure 8

905

910

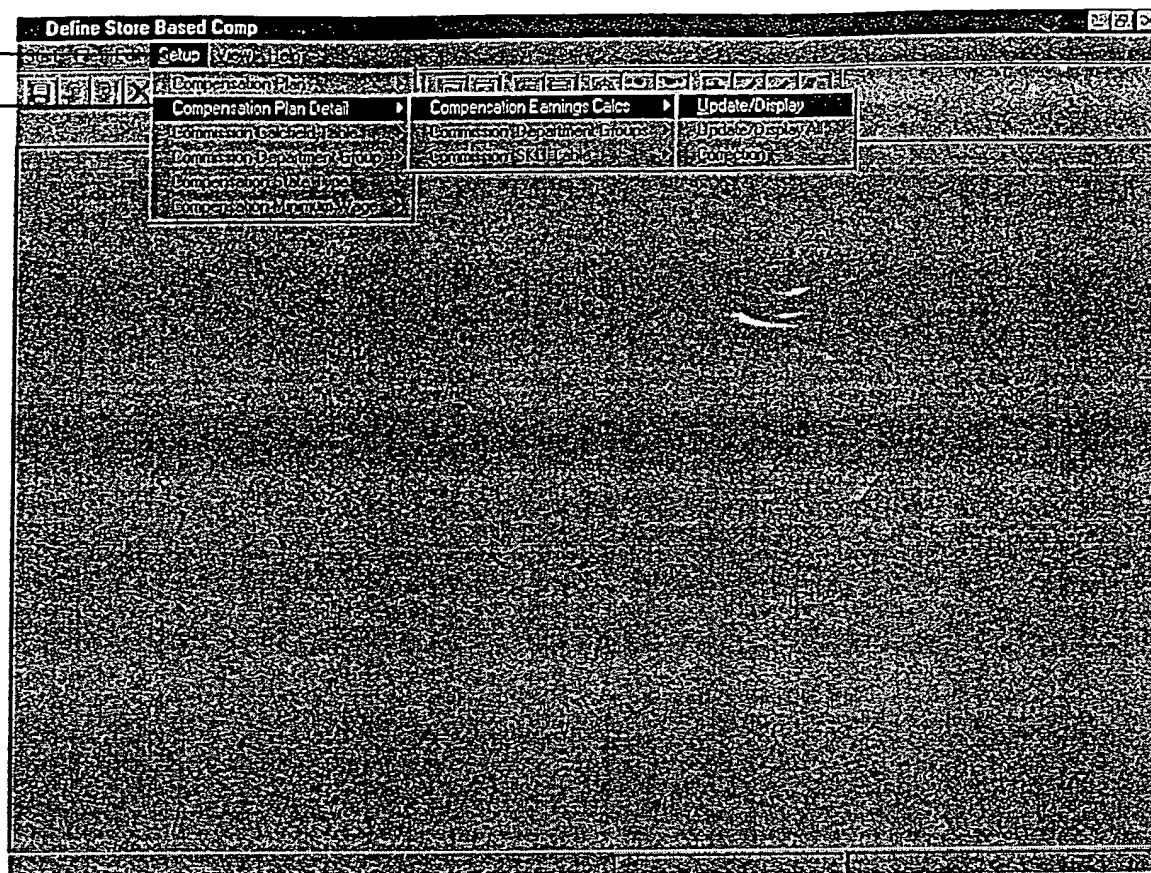


Figure 9



ode	Earning Type Description
-----	--------------------------

REG	Regular
-----	---------

SSI	Sick
-----	------

SHO	Holiday
-----	---------

SVA	Vacation
-----	----------

VPO	Prorated Vacation Pay-out
-----	---------------------------

SJU	Jury Duty
-----	-----------

SBE	Bereavement
-----	-------------

EMR	Emergency
-----	-----------

SMI	Military
-----	----------

CON	Award/Contest
-----	---------------

PRE	Premium Pay
-----	-------------

PRH	Premium Hours
-----	---------------

OVA	Overtime (0.5)
-----	----------------

OVB	Overtime (1.0)
-----	----------------

COM	Commission
-----	------------

ADJ	Adjustment
-----	------------

Figure 10A

Premium Calculation	Required?	Description
01	YES	Commission Calculation Routine
02	YES	Hourly Rate Routine
03	NO	Holiday Table Routine
04	NO	Standard Overtime Routine
05	NO	Sunday Overtime Routine
06	NO	Holiday Overtime Routine
07	YES*	Base Adjust Routine
08	YES	POS Feed
09	NO	Minimum Guarantee/Salary Cap
10	YES	Minimum Wage Routine

Figure 10B

Define Store Compensation - Setup - Compensation Plan Detail

Calc Prio	Earnings Code	Calc Meth	Elgbl Calc
10	Minimum Wage	50	ADJ
01	Comm Calc Routine	500	COM
04	Standard Overtime Rate	25	OVA
05	Sunday Overtime Rate	20	OVA
08	POS Feed		PRE
08	POS Feed		PRH
02	Hourly Rate Routine	400	REG

1105 1126 1128 1130 1132 1134 1136 1138 1140 1142 1144 1146 1148 1150 1152

Figure 11



Define Store Compensation - Setup - Compensation Plan Detail

Start | File | Edit | Setup | View | Help

Comm Entry Calc | Comm Dept Grp | Comm Sku B

Company: FoodLock US Job Function: Hvy Mgmt Gen Area: NM State: TX

Eff Date: 11/22/1998

Dept Grp: 006 SPIFF REEBOK Sales Type: Empl Sales

Earn Code: COM Commission ☐ Comm ☐ SKU ☐ Multiple ☐ SPIFF

Seq Num	Comm Pct	Sales Vol	Sales Qty	Comm Amt
1			999	5

Comm Dept Grp: Status: Update/Display All

Start | Print | Quit | New | Open | Save | Save As | Print | Quit | Data | Define Store | Microsoft Word | NPI | NPI | NPI

1200  
1205  
1210  
1215  
1220  
1225  
1230

1240  
1245  
1250  
1255

1235

Figure 12

Define Store Compensation - Setup - Compensation Plan Detail

Company: FootLocker US Job Function: DJ Adm B Geo Area: NIM State Type: 05

Eff Date: 04/05/1998

Dept Grp: 050 \* Demonstration Sales Type: Empl Sales

Earn Code: COM \* Commission

☐ Comm
 ☐ SKU
 ☐ Multiple
 ☐ SPIFF

Seq Num	Comm Pct	Sales Vol	Sales Qty	Comm Amt
1			3	
2			10	1.00
3			999	1.50

Comm Dep Grp: | Correct

Figure 13

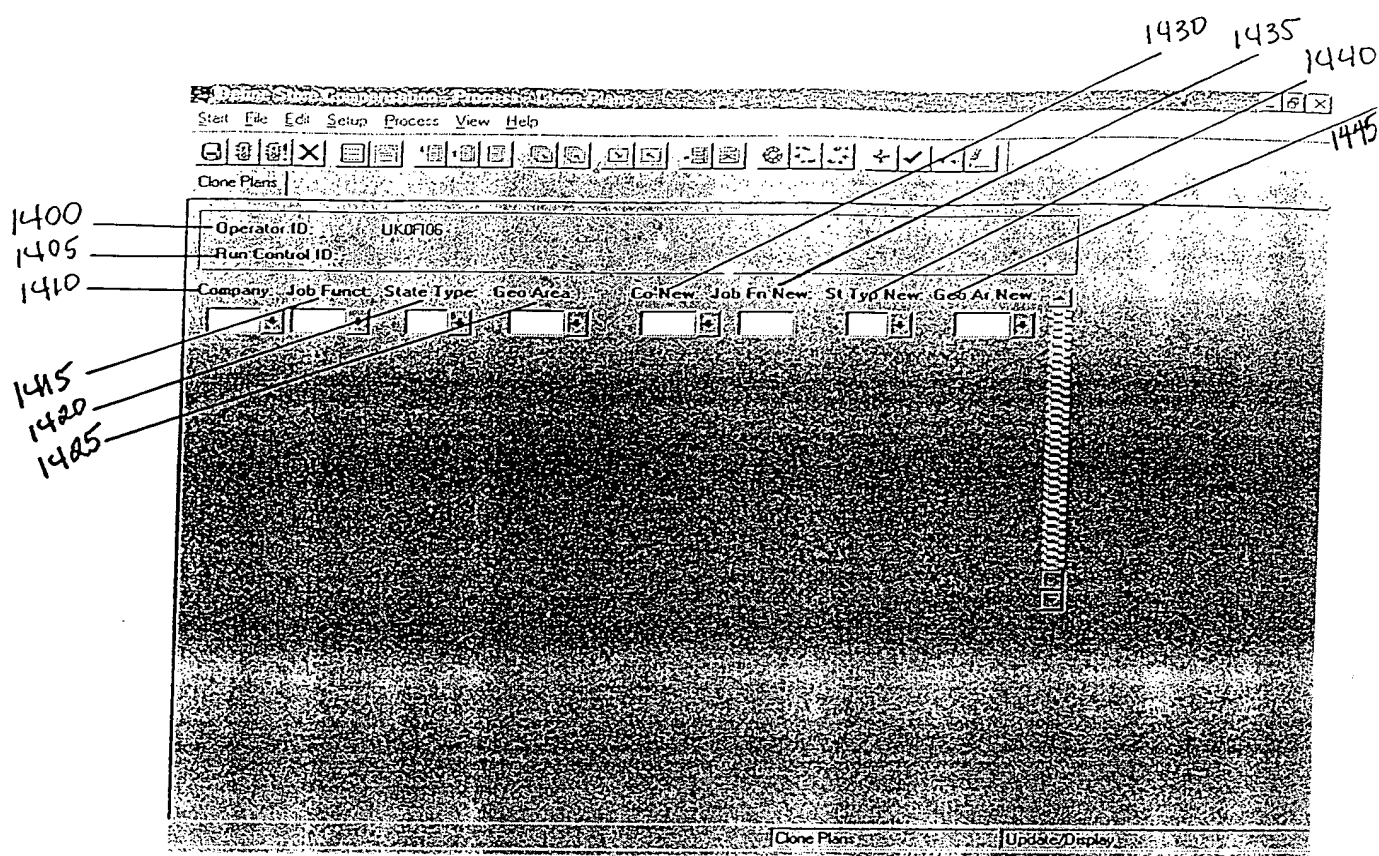


Figure 14

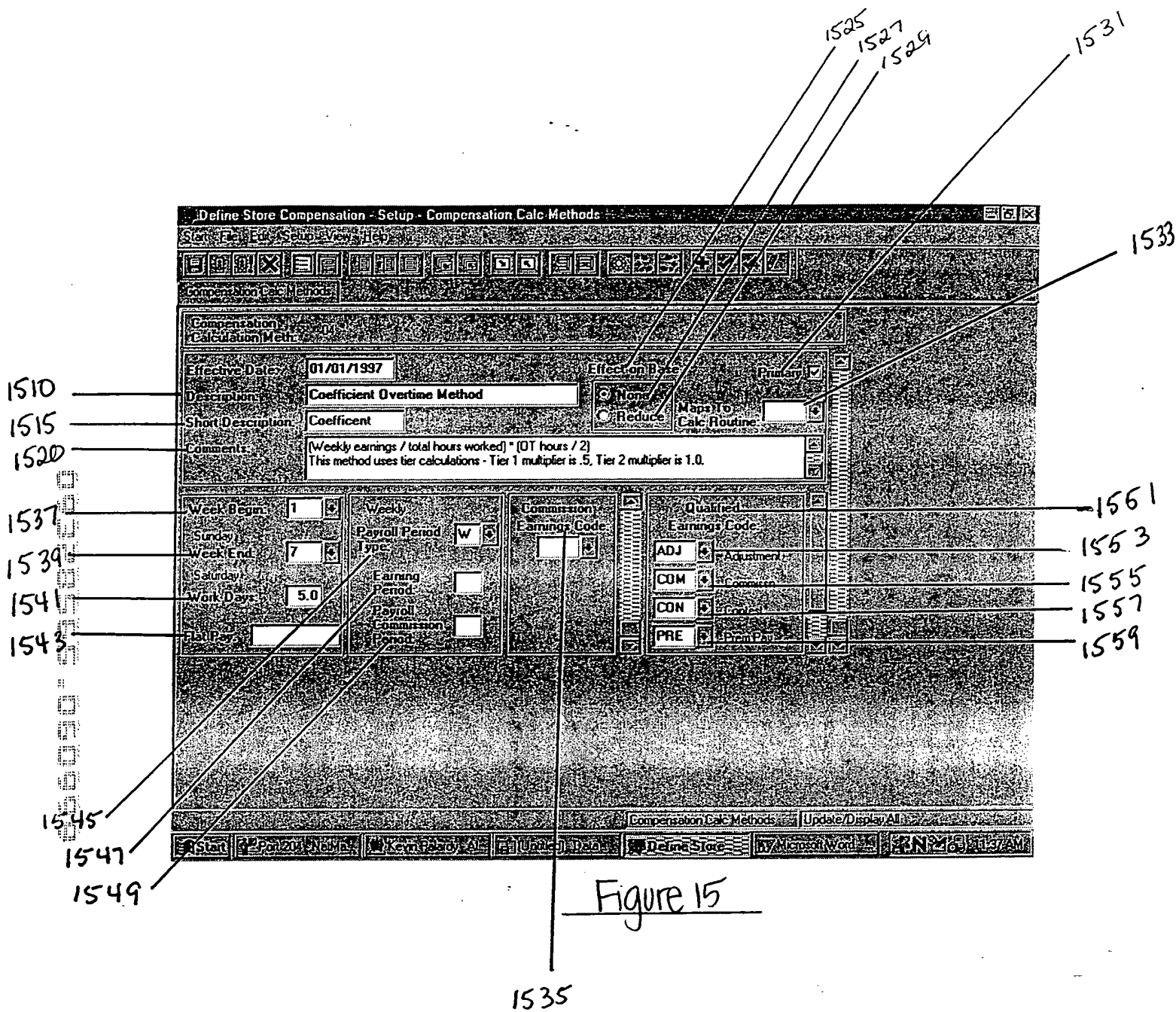












Figure 19

2010 2035 2040

2000 2005 2015 2030 2035

2045 2050 2055

2030

Maintain Store Compensation - Use - Gross History Maint.

Emp ID: [ ] DOE, JANE

Earning Code: COM Wk End D: 06/27/1993 Pay Date: 06/27/1998

Department: 06492

☐ Recalculation Indicator Company: LFL Pay Group: BW1

☒ Pay Sheet Feed

Employee Pay Hours: [ ] Employee Pay Amount: 4.00 Pay Amount: [ ]

Start Stop 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100

Pay Sheet Feed 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100

Start Stop 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100

Figure 20

2100  
2105  
2110  
2115  
2120

Maintain Store Compensation - Use - Mass Data Entry-Empl Earn

File Edit View Options Window Help

Empl Earnings Data Entry

Empl ID: [ ] DE JANE

Dept ID: 06492 Store 06492

Earn Code: COM Connection

Empl Earn Dt: 06/27/1998

Empl Pay Adj Dt: 05/12/1999

Empl Pay Hours: [ ]

Empl Pay Amt: [ ]

Week End Dt: [ ]

Business Date: [ ]

Recalc ☒

Empl Earnings Data Entry Data Entry

Start [ ] Pot 204 Net 145 Key Pad 9999 Microsoft Word [ ] Unfiled Data [ ] Maintain Stor [ ] N 203 21255124

2125  
2130  
2135  
2140

2145

Figure 21

Figure 22

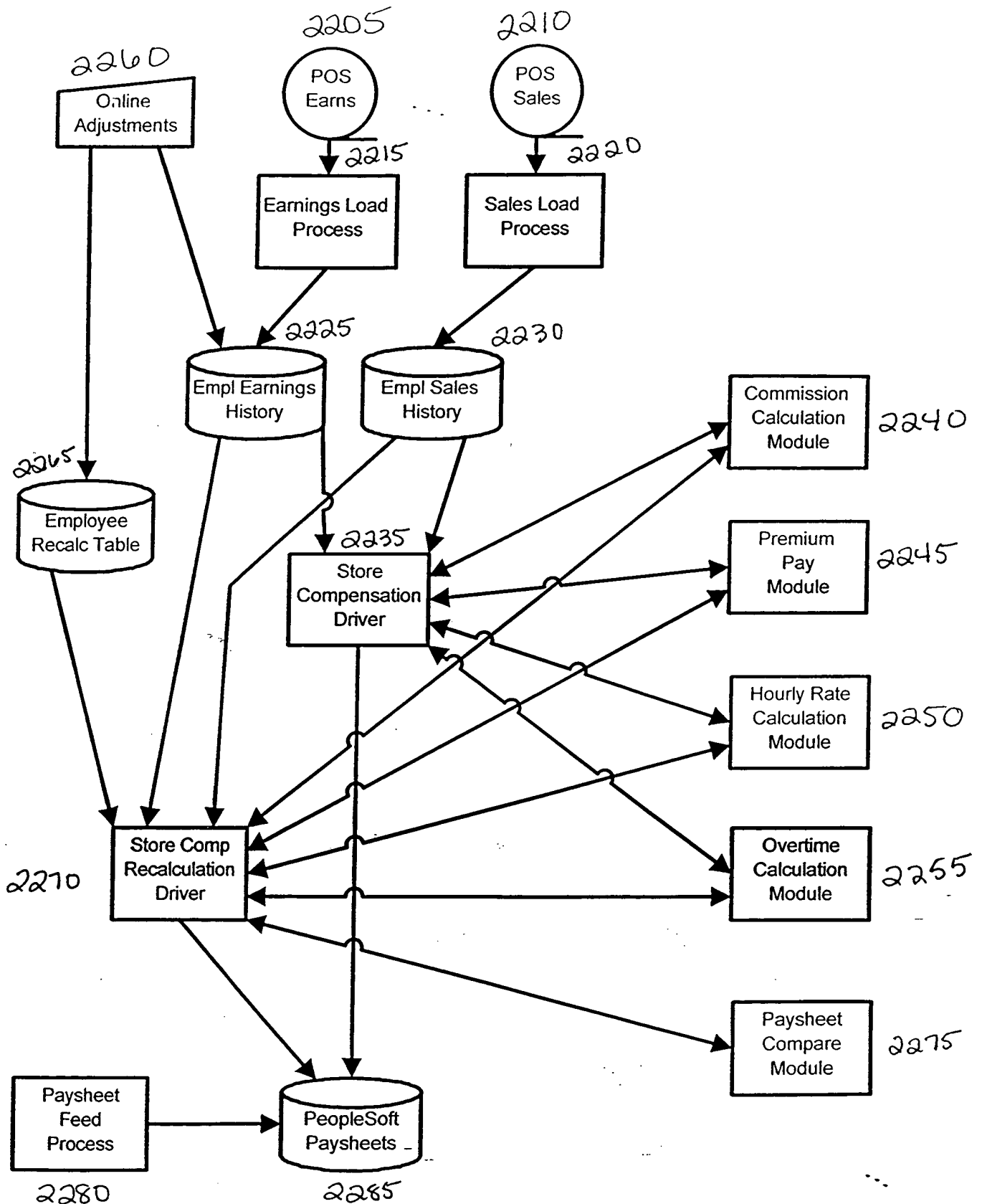


Figure 23

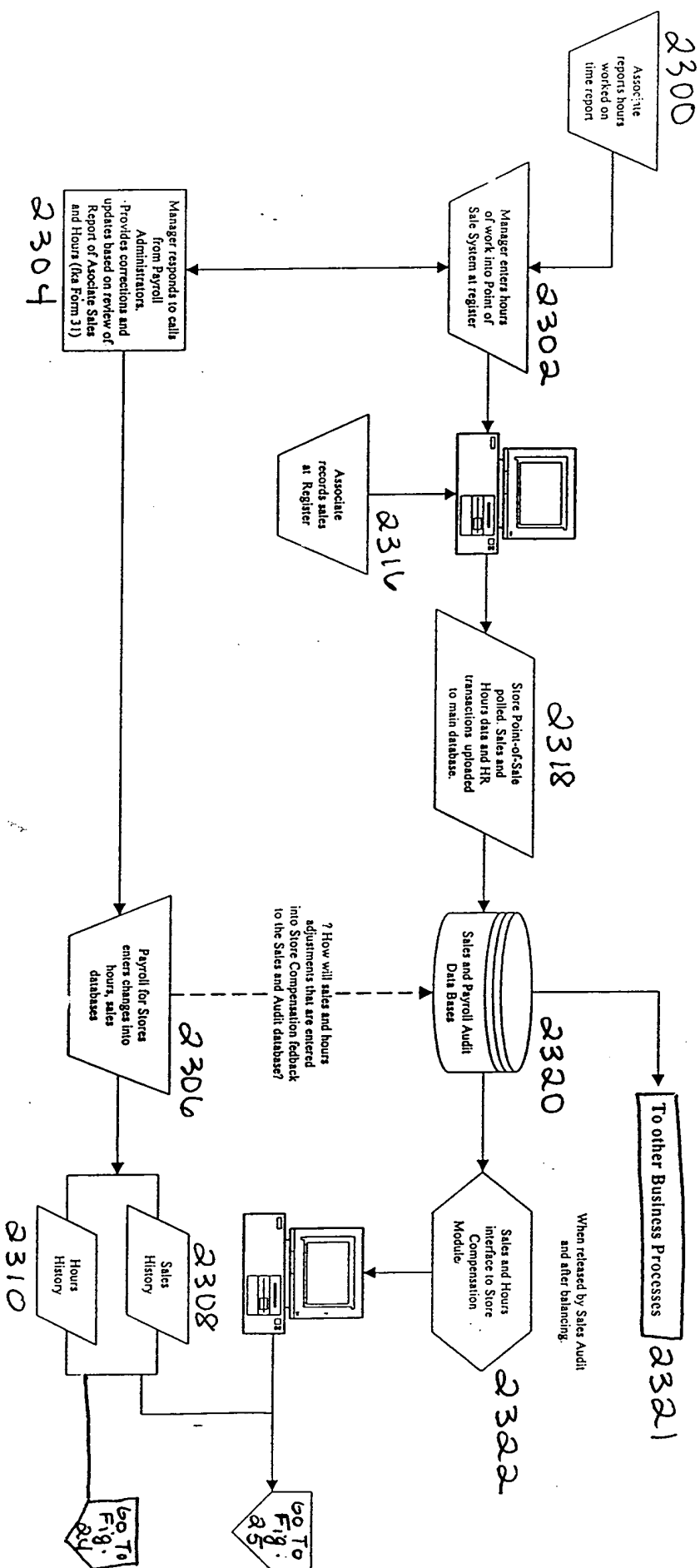


Figure 24

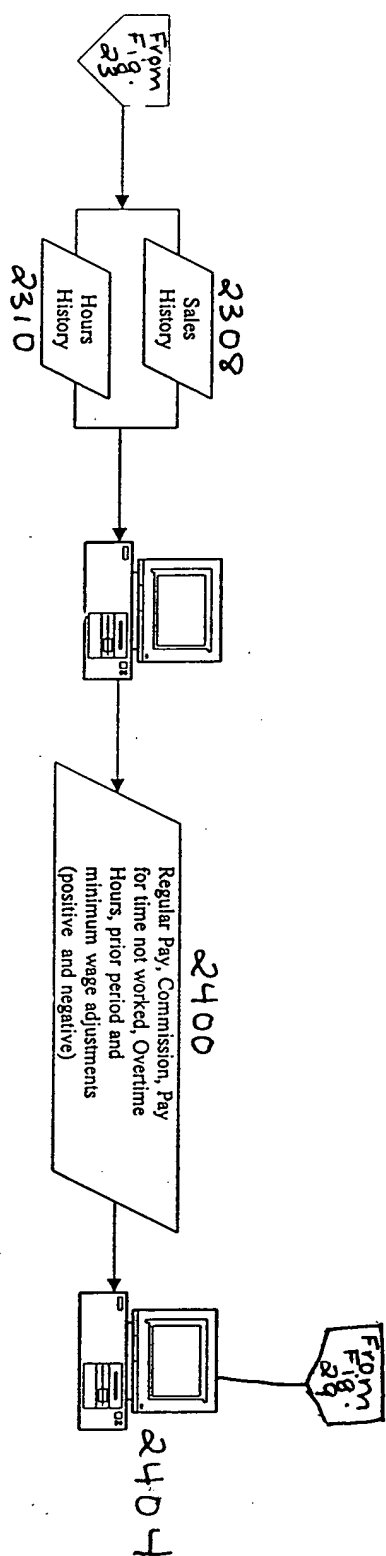
[illegible]

Figure 25

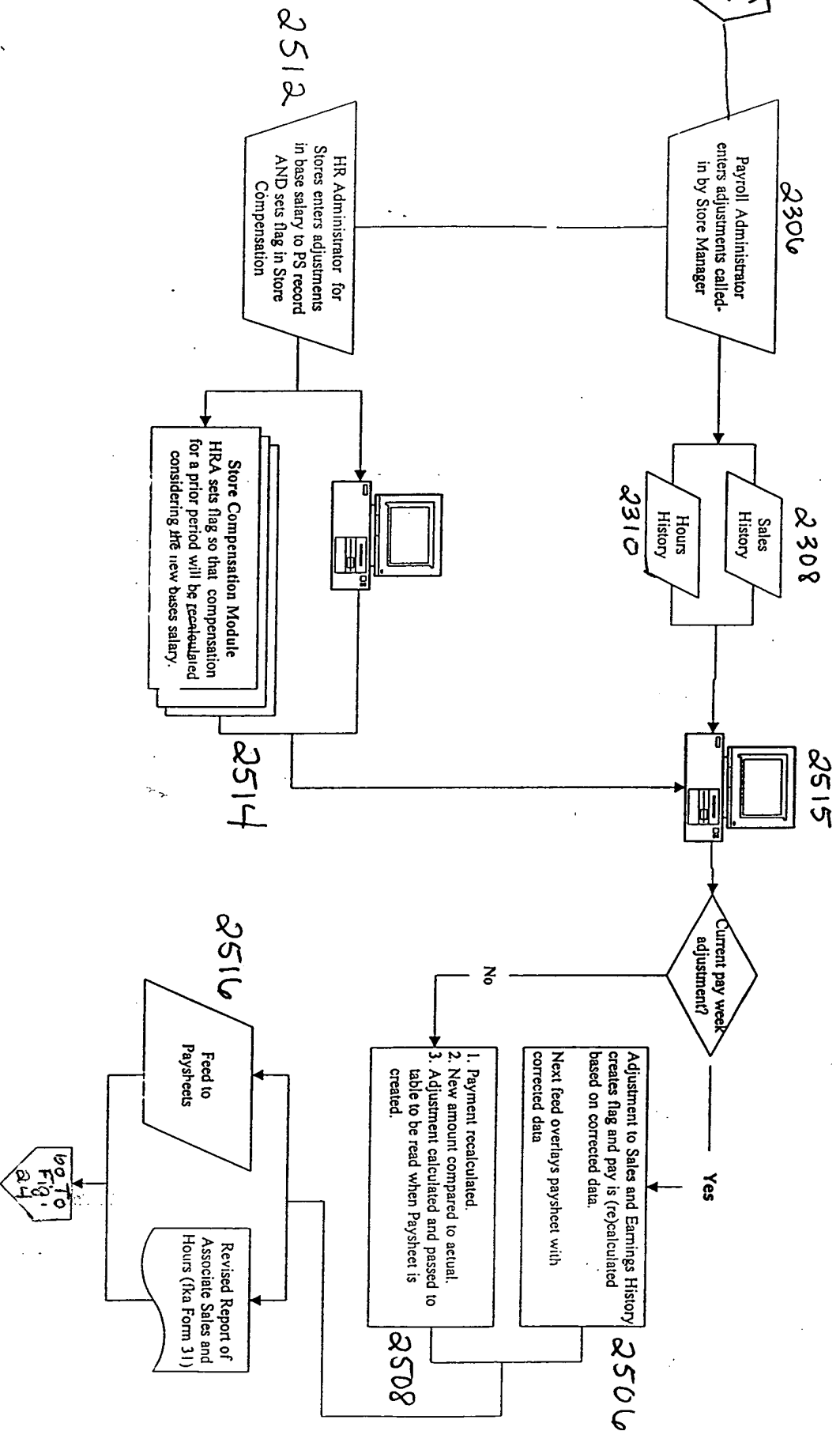
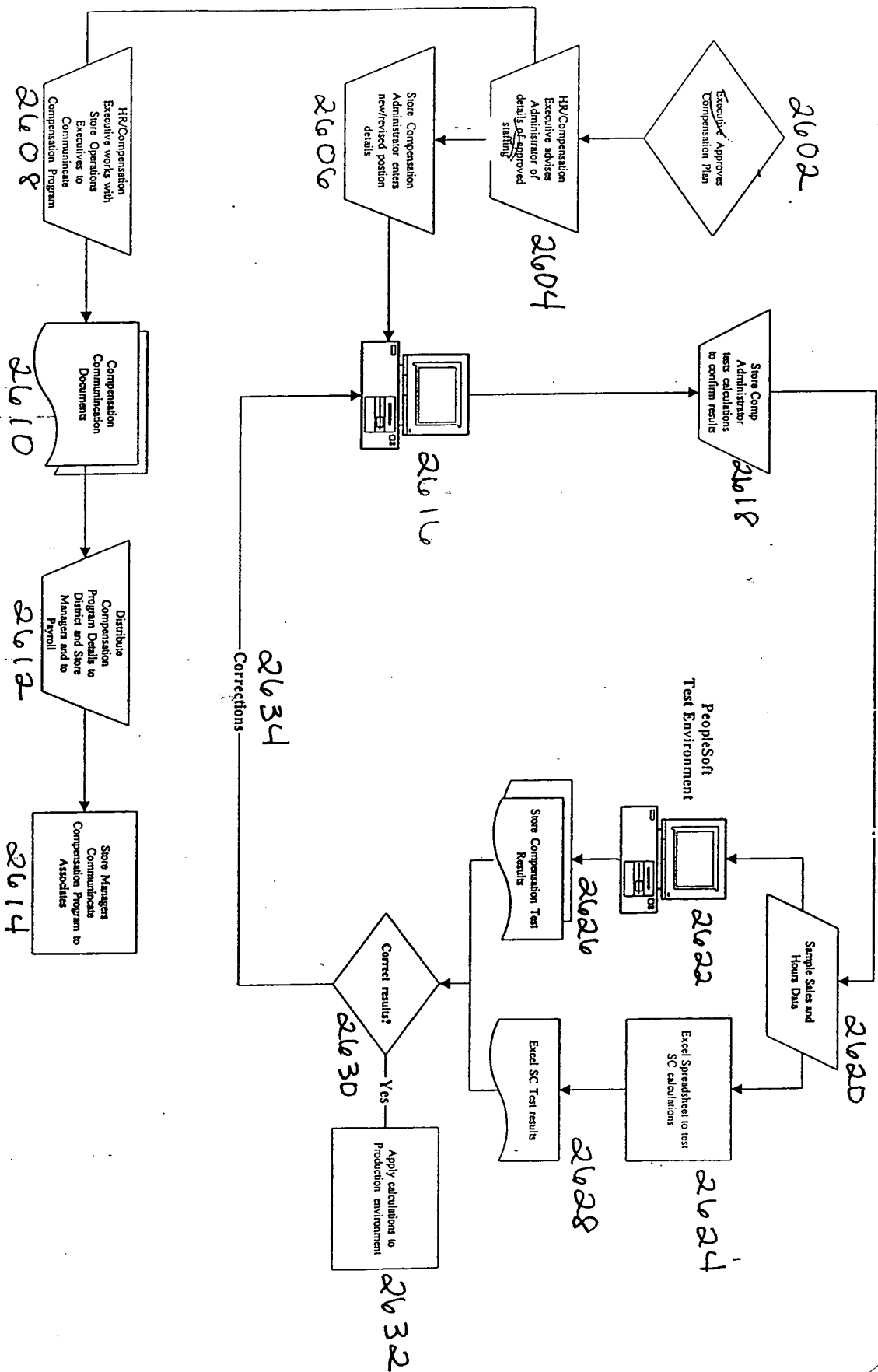
[illegible]



Figure 26



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